

Department of Veteran's Home Facts - FY06

<http://www.state.ia.us/iavetshome/>



General Information

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Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 795	# PT EEs: 111	# Temporary EEs: 98	Avg. Length of Service: 11.48
Span of Control: 14.29	% Performance Evaluations Completed: 89.32%	Total Unemployment Insurance Claims: 47	
Age Groups:	# of Females: 651	# of Minorities: 29	# of Persons With Disabilities: 44
<25 47	% of WF: 81.89%	% of WF: 3.65%	% of WF: 5.54%
25-34 117			
35-44 172	# of Males: 144	# of Non-minorities: 766	# of Persons With Non-Disabilities: 751
45-54 298	% of WF: 18.11%	% of WF: 96.35%	% of WF: 94.46%
55-64 153			
65+ 8			
Average Age: 45.25			
Officials/Administrators	Professionals	Technicians	Protective Service
EEO Category 1: 30	EEO Category 2: 194	EEO Category 3: 81	EEO Category 4: 6
Paraprofessionals	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 70	EEO Category 7: 24	EEO Category 8: 390
Separation Rate: N/A	Hire Rate: N/A	Number Hires: 87	Transfer In: 4
Retirements: 11	All Terminations: 15	Voluntary Quits: 44	Transfer Out: 0
# of Classes Used: 111	Most Populous Classes: Resident Treatment Worker (274), Licensed Practical Nurse (64), Nurse Clinician (50)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$3,929,689.15	Sick Leave Payouts: \$451,549.54	Annual Payroll: \$38,508,885.21	Avg. Base Salary: \$42,381.00	Overtime Days Worked: 3,720.6
Overtime Cost: \$814,048.12	Reassignment Pay: \$0.00	Recruitment Bonus Pay: \$0.00	Retention Pay: \$82,599.38	Exceptional Job Performance Pay: \$0.00
Workers' Comp Payouts: \$519,978.08	Vacation Pay - Earned Value: \$2,562,290.58	Vacation Days Earned: 15,916.8	Vacation Used Expense: \$2,396,095.20	Vacation Days Taken: 15,013.7
Workers' Comp Days Used: 102	Sick Leave Days Earned: 15,310.0	Reg. Sick Leave Used Expense: \$1,359,192.49	Reg. Sick Leave Days Used: 9,011.8	Converted Sick Leave To Vacation Used Expense: \$134,686.60
	Sick Leave -Earned Value: \$2,391,302.72	Converted Sick Leave To Vacation Days Used: 813.5	Avg. Sick Leave Days Per EE: 11.28	
Injury Leave Used Expense: \$0.00	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications	Grievances
			Up (Filled): 5	Contract Grievances: 42
			Up (Vacant): 0	Disciplinary: 29
Funeral Leave Used Expense: \$0.00	Funeral Days Used: 0	Extraordinary Pay: \$13,464.80	Down (Filled): 2	Language: 13
			Down (Vacant): 0	Non-Contract Grievances: 1
			Lateral (Filled): 2	Disciplinary: 1
Jury Leave Used Expense: \$0.00	Jury Leave Days Used: 0	Special Duty Pay: \$0.00	Lateral (Vacant): 0	Language: 0
			Approx. Annual New Cost of Reclassified Positions*: \$21,004.00	Arbitrations: 1

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A	Minorities: Current Year (FY '07) RUU: 2	PWD: Year (FY '07) RUU: 44
Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: 1	Current Year (FY '07) Goal: 8
Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): No, 1/0	Goal Achievement (FY '06): No, 10/1

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: March 12, 2007